

The Healthcare industry sector is a core economic driver in Baltimore County. The County is home to major medical institutions as well as a large share of the region's healthcare workforce. Growth in the Healthcare Cluster significantly outpaced overall employment growth in the County in 2001-15 and is expected to experience strong growth through 2024.

## The Healthcare industry relies heavily upon occupations related to:



**Therapeutic Services**



**Diagnostic Services**



**Support Services & Health Informatics**

### Healthcare Support Service Occupations include:

**Administrative & Clerical**

**Community, Social & Personal Care Services**

**Operations**

## HEALTHCARE CAREER CLUSTERS

This section provides examples of the entry-, middle-, and highly-skilled Healthcare and related occupations in highest demand among healthcare facilities in Baltimore County. The data are categorized by "Healthcare Career Clusters" – groups of occupations in the same field of work that require similar skills – which can be used to help focus educational plans towards obtaining the necessary knowledge, competencies, and training for success in one of many Healthcare career options.

### Healthcare Occupations At-A-Glance

- The Healthcare industry experienced significant employment gains across three main sectors between 2001-15: Ambulatory Health Care Services/Outpatient Treatment (47%); Nursing and Residential Care Facilities (45%); and, Hospitals (20%).
- Baltimore County is specialized in Ambulatory Health Care Services and Nursing and Residential Care Facilities; it has a slightly below average concentration of employment in Hospitals, given the large size of the Hospital Sector in neighboring Baltimore City.

### Healthcare

- The majority of jobs in the Healthcare cluster are : Healthcare practitioners and technical occupations (33 % of jobs); and Healthcare support occupations (20%).
- Outside of these two groupings, employment is spread across a wide variety of occupations ranging from entry-skilled office and administrative support occupations to higher-skilled community and social service occupations.
- Employment in the Healthcare industry is highly concentrated in middle-skilled occupations (38%); While employment increased across all skills levels, the Healthcare Cluster's employment of entry-skilled workers increased the most rapidly between 2001 and 2015 and those job opportunities are projected to continue to grow rapidly through 2024. Some occupations include:

#### Therapeutic & Diagnostic Services:

##### Entry - Middle-Skilled

Nursing Assistants  
Medical Assistants  
Pharmacy Technicians  
Emergency Medical Technicians & Paramedics  
Medical & Clinical Laboratory Technicians

##### Middle - High-Skilled

Registered Nurses  
Dental Assistants  
Surgical Technologists  
Radiologic Technologists & Technicians  
Diagnostic Medical Sonographers

#### Healthcare Support Services & Health Informatics:

##### Entry - Middle-Skilled

Social & Human Service Assistants  
Healthcare Support Workers, All Other  
Phlebotomists  
Medical Equipment Preparers

##### Middle - High-Skilled

Medical & Health Service Managers  
Community Health Workers  
Medical Secretaries  
Medical Records & Health Information Technicians

### Support Service Occupations: Administrative, Clerical & Operations

Administrative and clerical support occupations are foundational to this industry, with a mix of middle- and entry-skilled occupations. While there is growing demand for many entry-skilled occupations, some of these jobs offer very low-wages. Healthcare employers also need workers with a range of skills for operational and management occupations:

##### Entry - Middle-Skilled

Secretaries and Administrative Assistants, Except Legal, Medical, & Executive  
Office Clerks, General  
Bookkeeping, Accounting & Auditing Clerks  
Office & Administrative Support Workers, All Other

##### Middle - High-Skilled

Business Operations Specialists, All Other  
Computer User Support Specialists  
Food Service Managers  
Maintenance & Repair Workers, General

*This cluster encompasses occupations across all of Baltimore County's priority industries. For a complete list of any of the in-demand occupations within these clusters, reference the Profile specific to the industry or occupation of interest.*

Baltimore County's workforce and training systems are well aligned with the occupational needs of the region's Healthcare industry. The County boasts a significant concentration of resident workers in healthcare, as our education and training system generates a large number of graduates who advance into careers such as healthcare practitioners and in technical and healthcare support occupations. Here are a few middle-skilled occupations that...

## KEEP THE COUNTY HEALTHY AND STRONG!

### HIGH-DEMAND ENTRY- & MIDDLE-SKILLED OCCUPATIONS

#### Therapeutic & Diagnostic Services

##### Education & Skills:

Upon Entry: Some College, No Degree / Associates / Post-Secondary Certificate / Vocational Training / Professional Degree / Moderate-term OJT  
Advancement: Industry-recognized credentials from vocational training, apprenticeship, moderate-term OJT and work experience

##### Therapeutic Services

**Nursing Assistants (31-1014)**  
2016 Est. Emp.: 7,280 / Mean Wage: \$14.36

**Registered Nurses (29-1141)**  
2016 Est. Emp.: 6,980 / Mean Wage: \$35.01

**Licensed Practical & Licensed Vocational Nurses (29-2061)**  
2016 Est. Emp.: 3,080 / Mean Wage: \$25.45

**Medical Assistants (31-9092)**  
2016 Est. Emp.: 1,820 / Mean Wage: \$17.04

**Pharmacy Technicians (29-2052)**  
2016 Est. Emp.: 1,240 / Mean Wage: \$14.45

**Dental Assistants (31-9091)**  
2016 Est. Emp.: 1,060 / Mean Wage: \$19.57

##### Diagnostic Services

**Emergency Medical Technicians & Paramedics (29-2041)**  
2016 Est. Emp.: 1,170 / Mean Wage: \$17.65

**Radiologic Technologists & Technicians (29-2034)**  
2016 Est. Emp.: 690 / Mean Wage: \$30.58

**Veterinary Technologists & Technicians (29-2056)**  
2016 Est. Emp.: 640 / Mean Wage: \$16.66

**Medical & Clinical Laboratory Technicians (29-2012)**  
2016 Est. Emp.: 290 / Mean Wage: \$18.49

**Diagnostic Medical Sonographers (29-2032)**  
2016 Est. Emp.: 250 / Mean Wage: \$33.11

**Magnetic Resonance Imaging Technologists (29-2035)**  
2016 Est. Emp.: 130 / Mean Wage: \$36.22

### Healthcare Support Services — Community, Social & Personal Care Occupations & Healthcare Informatics

##### Education & Skills:

Upon Entry: HS Diploma or equivalent / Some college, no degree / Associates / Post-Secondary Certificate / Vocational Training / Moderate-term OJT  
Advancement: Industry-recognized credentials from vocational training, apprenticeship, short- or moderate term OJT and work experience

##### Healthcare Support Services

**Social & Human Service Assistants (21-1093)**  
2016 Est. Emp.: 1,580 / Mean Wage: \$17.06

**Community Health Workers (21-1094)**  
2016 Est. Emp.: 240 / Mean Wage: \$20.32

**Fitness Trainers & Aerobics Instructors (39-9031)**  
2016 Est. Emp.: 1,400 / Mean Wage: \$22.13

**Medical Equipment Preparers (31-9093)**  
2016 Est. Emp.: 110 / Mean Wage: \$17.79

**Healthcare Support Workers, All Other (31-9099)**  
2016 Est. Emp.: 400 / Mean Wage: \$20.36

**Phlebotomists (31-9097)**  
2016 Est. Emp.: No BCO data / Mean Wage: \$17.78

##### Healthcare Informatics

**Receptionists & Information Clerks (43-4171)** 2016 Est. Emp.: 3,980 / Mean Wage: \$13.88

**Medical Secretaries (43-6013)** 2016 Est. Emp.: 2,052 / Mean Wage: \$18.70

**Medical Records & Health Information Technicians (29-2071)** 2016 Est. Emp.: 440 / Mean Wage: \$20.25

### Support Service Occupations — Administrative, Clerical & Operations

Support Service Occupations (SSO's) are jobs that can be found across all industry sectors that are critical to the daily operation, administration and management of the business. Key SSO's to the Healthcare industry include **Administrative & Clerical Support** and **Operations** positions. Office and administrative support occupations account for **11% of employment**, creating entry-points to any of the career clusters listed above, depending upon one's interests, skills and abilities.

##### Secretaries & Administrative Assistants, Except Legal, Medical & Executive (43-6014)

2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

##### Office Clerks, General (43-9061)

2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

##### Bookkeeping, Accounting & Auditing Clerks (43-3031)

2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

##### Computer User Support Specialists (15-1151)

2016 Est. Emp.: 1,090 / Mean Wage: \$25.23

##### First-Line Supervisors of Office & Administrative Support Workers (43-1011)

2016 Est. Emp.: 5,350 / Mean Wage: \$29.50

##### Executive Secretaries & Executive Administrative Assistants (43-6011)

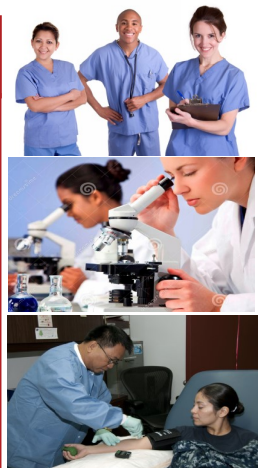
2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

##### Office & Administrative Support Workers, All Other (43-9199)

2016 Est. Emp.: 520 / Mean Wage: \$19.23

##### Maintenance & Repair Workers, General (35-9099)

2016 Est. Emp.: 3,330 / Mean Wage: \$19.04



The majority of jobs in the Healthcare career clusters are in healthcare practitioners and technical occupations and healthcare support occupations. Beyond these clusters, employment is spread across a wide variety of occupations ranging from entry-skilled office and administrative support occupations to higher-skilled community and social service occupations. Employment is highly concentrated in middle-skilled occupations, with increasing demand for skilled workers at an entry-level. Career progression requires work experience, post-secondary training, technical skills and credentials.

### Therapeutic Services

**Nursing Assistants (31-1014) \***  
2016 Est. Emp.: 7,280 / Mean Wage: \$14.36

**Registered Nurses (29-1141)**  
2016 Est. Emp.: 6,980 / Mean Wage: \$35.01

**Home Health Aides (31-1011) \***  
2016 Est. Emp.: 3,560 / Mean Wage: \$12.54

**Licensed Practical & Licensed Vocational Nurses (29-2061)**  
2016 Est. Emp.: 3,080 / Mean Wage: \$25.45

**Medical Assistants (31-9092)**  
2016 Est. Emp.: 1,820 / Mean Wage: \$17.04

**Pharmacy Technicians (29-2052) \***  
2016 Est. Emp.: 1,240 / Mean Wage: \$14.45

**Dental Assistants (31-9091)**  
2016 Est. Emp.: 1,060 / Mean Wage: \$19.57

**Dental Hygienists (29-2021)**  
2016 Est. Emp.: 700 / Mean Wage: \$41.71

**Occupational Therapists (29-1122)**  
2016 Est. Emp.: 570 / Mean Wage: \$39.44

**Surgical Technologists (29-2055)**  
2016 Est. Emp.: 390 / Mean Wage: \$28.43

**Physical Therapist Aides (31-2022) \***  
2016 Est. Emp.: 300 / Mean Wage: \$12.19

**Physical Therapist Assistants (31-2021)**  
2016 Est. Emp.: 270 / Mean Wage: \$29.63

**Physician Assistants (29-1071)**  
2016 Est. Emp.: 260 / Mean Wage: \$42.10

**Massage Therapists (31-9011)**  
2016 Est. Emp.: 220 / Mean Wage: \$43.16

**Respiratory Therapists (29-1126)**  
2016 Est. Emp.: 210 / Mean Wage: \$34.52

**Occupational Health & Safety Specialists (29-9011)**  
2016 Est. Emp.: 170 / Mean Wage: \$36.14

**Occupational Therapy Assistants (29-2011)**  
2016 Est. Emp.: 140 / Mean Wage: \$34.19

**Dietitians and Nutritionists (29-1031)**  
2016 Est. Emp.: 130 / Mean Wage: \$28.88

**Recreational Therapists (29-1125)**  
2016 Est. Emp.: 130 / Mean Wage: \$21.55

**Ophthalmic Medical Technicians (29-2057)**  
2016 Est. Emp.: 120 / Mean Wage: \$22.27

**Opticians, Dispensing (29-2081)**  
2016 Est. Emp.: 100 / Mean Wage: \$16.73

**Athletic Trainers (29-9091)**  
2016 Est. Emp.: 50 / Mean Wage: \$20.27

**Psychiatric Technicians (29-2053)**  
2016 Est. Emp.: 40 / Mean Wage: \$16.09

**Occupational Health & Safety Technicians (29-9012)**  
2016 Est. Emp.: 20 / Mean Wage: \$25.27

**Dietetic Technicians (29-2051)**  
2016 Est. Emp.: 10 / Mean Wage: \$20.24

**Therapists, All Other (29-1129)**  
2016 Est. Emp.: No BCO data / Mean Wage: \$21.01

### Diagnostic Services

**Emergency Medical Technicians & Paramedics (29-2041)**  
2016 Est. Emp.: 1,170 / Mean Wage: \$17.65

**Radiologic Technologists & Technicians (29-2034)**  
2016 Est. Emp.: 690 / Mean Wage: \$30.58

**Veterinary Technologists & Technicians (29-2056)**  
2016 Est. Emp.: 640 / Mean Wage: \$16.66

**Medical & Clinical Laboratory Technologists (29-2011)**  
2016 Est. Emp.: 350 / Mean Wage: \$31.93

**Medical & Clinical Laboratory Technicians (29-2012)**  
2016 Est. Emp.: 290 / Mean Wage: \$18.49

**Diagnostic Medical Sonographers (29-2032)**  
2016 Est. Emp.: 250 / Mean Wage: \$33.11

**Health Technologists & Technicians, All Other (29-2099)**  
2016 Est. Emp.: 190 / Mean Wage: \$19.34

**Magnetic Resonance Imaging Technologists (29-2035)**  
2016 Est. Emp.: 130 / Mean Wage: \$36.22

**Cardiovascular Technologists & Technicians (29-2031)**  
2016 Est. Emp.: 120 / Mean Wage: \$32.30

**Nuclear Medicine Technologists (29-2033)**  
2016 Est. Emp.: 60 / Mean Wage: \$39.21

### Support Services, Community, Social Service & Personal Care Occupations

**Personal Care Aides (39-9021) \***  
2016 Est. Emp.: 3,940 / Mean Wage: \$12.32

**Social & Human Service Assistants (21-1093)**  
2016 Est. Emp.: 1,580 / Mean Wage: \$17.06

**Fitness Trainers & Aerobics Instructors (39-9031)**  
2016 Est. Emp.: 1,400 / Mean Wage: \$22.13

**Medical and Health Services Managers (11-9111)**  
2016 Est. Emp.: 1,050 / Mean Wage: \$52.05

**Healthcare Support Workers, All Other (31-9099)**  
2016 Est. Emp.: 400 / Mean Wage: \$20.36

**Community Health Workers (21-1094)**  
2016 Est. Emp.: 240 / Mean Wage: \$20.32

**Medical Equipment Preparers (31-9093)**  
2016 Est. Emp.: 110 / Mean Wage: \$17.79

**Orderlies (31-1015) \***  
2016 Est. Emp.: 80 / Mean Wage: \$13.68

**Phlebotomists (31-9097)**  
2016 Est. Emp.: No BCO data / Mean Wage: \$17.78

**Veterinary Assistants & Laboratory Animal Caretakers (31-9099)**  
\*2016 Est. Emp.: No BCO data / Mean Wage: \$10.19

### Health Informatics

**Receptionists & Information Clerks (43-4171) \***  
2016 Est. Emp.: 3,980 / Mean Wage: \$13.88

**Medical Secretaries (43-6013)**  
2016 Est. Emp.: 2,052 / Mean Wage: \$18.70

**Medical Records & Health Information Technicians (29-2071)**  
2016 Est. Emp.: 440 / Mean Wage: \$20.25

**Medical Transcriptionists (31-9094)**  
2016 Est. Emp.: No BCO data / Mean Wage: No data

### Support Service Occupations: Administrative, Clerical & Operations

Locally specific data is difficult to estimate for employment numbers for occupations related to Healthcare. This cluster encompasses occupations across all of Baltimore County's priority industries; this profile highlights the key entry- and middle-skilled Support Service Occupations in highest demand among Baltimore County employers.

#### Administrative & Clerical

**Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)**  
2016 Est. Emp.: 8,380 / Mean Wage: \$18.68

**Office Clerks, General (43-9061) \***  
2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

**First-Line Supervisors of Office & Administrative Support Workers (43-1011)**  
2016 Est. Emp.: 5,350 / Mean Wage: \$29.50

**Bookkeeping, Accounting & Auditing Clerks (43-3031)**  
2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

**Executive Secretaries & Executive Administrative Assistants (43-6011)**  
2016 Est. Emp.: 1,010 / Mean Wage: \$30.87

**Office & Administrative Support Workers, All Other (43-9199)**  
2016 Est. Emp.: 520 / Mean Wage: \$19.23

#### Operations (General)

**Dining Room & Cafeteria Attendants & Bartender Helpers (35-9011) \***  
2016 Est. Emp.: 1,780 / Mean Wage: \$10.19

**Business Operations Specialists, All Other (13-1199)**  
2016 Est. Emp.: 1,780 / Mean Wage: \$40.69

**Computer User Support Specialists (15-1151)**  
2016 Est. Emp.: 1,090 / Mean Wage: \$25.53

**Computer Network Support Specialists (15-1152)**  
2016 Est. Emp.: 1,020 / Mean Wage: \$36.37

**Cooks, Institution & Cafeteria (35-2012) \***  
2016 Est. Emp.: 410 / Mean Wage: \$15.58

**Food Service Managers (43-4199)**  
2016 Est. Emp.: 390 / Mean Wage: \$33.05

**Food Preparation & Serving Related Workers, All Other (35-9099) \***  
2016 Est. Emp.: 320 / Mean Wage: \$12.46

#### Operations (Maintenance)

**Janitors & Cleaners, Except Maids & Housekeeping Cleaners (37-2011) \***  
2016 Est. Emp.: 5,280 / Mean Wage: \$13.14

**Maintenance & Repair Workers, General (35-9099)**  
2016 Est. Emp.: 3,330 / Mean Wage: \$19.04

**Landscaping & Groundskeeping Workers (35-9099) \***  
2016 Est. Emp.: 2,320 / Mean Wage: \$13.71

**First-Line Supervisors of Housekeeping & Janitorial Workers (37-1011)**  
2016 Est. Emp.: 650 / Mean Wage: \$17.85

**Installation, Maintenance & Repair Workers, All Other (49-9099)**  
2016 Est. Emp.: 520 / Mean Wage: \$20.28

**First-Line Supervisors of Lawn Service & Groundskeeping Workers (37-1012)**  
2016 Est. Emp.: 320 / Mean Wage: \$21.44

*Healthcare Career Clusters* were derived from O\*NET Career Clusters and Standard Occupational Classifications (SOC).  
High-demand occupations with wages below the locally determined minimum mean wage are denoted with an asterisk (\*).

